



**A BLUEPRINT FOR SAFER COMMUNITIES
IN THE COMMONWEALTH**
RE-ENTRY REPORT
2010–2013

OFFICE OF THE SECRETARY OF PUBLIC SAFETY

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In January of 2010, Governor Bob McDonnell announced that prisoner and juvenile offender re-entry was a public safety priority for his administration. The Governor recognized that improved offender re-entry outcomes are critical to safer communities.

Preparing prisoners for successful re-entry into communities is not soft on crime; it is sound public safety policy. It creates an opportunity to reduce recidivism, and reflects the idea that America is a nation that believes in second chances.

—Governor Robert F. McDonnell

This report will highlight the programs, policies and services developed across state agencies and in communities as a result of Governor McDonnell's comprehensive re-entry initiative. As well as outlining key re-entry accomplishments, the report also addresses challenges remaining and recommendations for the future.

Governor McDonnell issued Executive Order 11, highlighting the importance of re-entry and establishing the Virginia Prisoner and Juvenile Offender Re-entry Council (the Council) to assist state agencies in identifying re-entry barriers and recommending ways to address them. The Council was also charged with promoting collaborative re-entry strategies for adult and juvenile offenders.

The Governor also appointed the first re-entry coordinator for the state and directed the Departments of Corrections and Juvenile Justice to make re-entry a priority in their planning and programming. He also directed all state agencies to examine their role in re-entry, and promoted the engagement of local communities in reducing recidivism through improved re-entry strategies in the Commonwealth.

The primary state agencies involved in the re-entry work are the Department of Corrections (DOC), Department of Juvenile Justice (DJJ), the Department of Criminal Justice Services (DCJS), and the Department of Social Services (DSS). There is also involvement of other key state agencies including the Department of Motor Vehicles (DMV), Department of Medical Assistance Services (DMAS), Department of Behavioral Health and Developmental Services (DBHDS), Department of Health (DOH), Department of Department of Housing and Community Development (DHCD), Department of Professional and Occupational Regulation (DPOR), Department for Aging and Rehabilitative Services (**DARS**) and the Department of Veterans Services (DVS).



As a result of the Governor's re-entry initiative, a number of significant policy decisions were implemented. Additionally, important legislation was enacted which allows state public safety agencies to strategically move forward with their re-entry goals. This includes legislation that allows access to juvenile records by regional and local jails of those offenders released from DJJ and then committed to jails as adults; allows juveniles over the age of 18 at the time of release to opt into independent living services upon release; permits DOC to set up re-entry trust plans for inmates so those incarcerated can save up to \$1,000 in their accounts; establishes a Federal Bonding Coordinator position at DOC; allows DOC to share health care information with local social services agencies for offenders being released; and makes HIV testing for offenders mandatory prior to release.

Additionally, the Department of Correctional Education was abolished and adult and juvenile offender educational and vocational programs now come under the direct supervision of DOC and DJJ, respectively. This ensures that education and vocational services are a priority and are included in all aspects of planning.

Key policy changes supporting re-entry include implementing organizational and culture change training and activities in DOC and DJJ; designating specific DOC institutions as intensive re-entry sites; establishing evidence based practices and principles in adult and juvenile offender supervision and services; utilizing validated risk and needs assessment

instruments; developing collaborative partnerships with community organizations to implement and enhance delivery of re-entry related services; partnering with non-public safety state and local agencies to develop services for offenders transitioning to the community; and bringing to the forefront that offender re-entry is not just a criminal justice issue, but is also a community issue.

DOC and DJJ have also enacted many programmatic changes. The agencies now better prepare adult and juvenile offenders for re-entry through evidence based programming. This programming addresses substance abuse, mental health and health needs, behavioral issues, anger management, and educational/vocational needs. Additionally, the agencies have implemented the use of cognitive interventions and motivational interviewing to support offender participation in these evidence-based programs.

While much has been accomplished, challenges remain. As the re-entry initiative moves into its next phase the efforts underway must continue and these must continue to be

evaluated. Regular evaluation of programs, initiatives, and plans ensures that necessary changes can be made in a timely fashion. The strategic re-entry plans established by DOC and DJJ will require ongoing monitoring and revisions as the plans move forward. Communities will need to continue to expand the partnerships and sustain the collaborative networks that have been established in support of re-entry. In short, the successful re-entry initiative that has developed over the [past several years is only the beginning of a long term commitment to assisting offenders and at the same time making our communities a safer place to live and raise families. Solid prisoner re-entry planning provides for reduced victimization, stronger long term public safety, and second chances for offenders who have served their time, taken responsibility for their actions, and want to be productive citizens of the communities in which they live.



Safe communities are a cornerstone of Governor McDonnell's vision for a Commonwealth of Opportunity, and improving re-entry outcomes supports that vision. The work of the Governor's Council, public safety and other state agencies, local governments and community partners has contributed to positive changes and improved re-entry outcomes in our Commonwealth.

In support of this vision for safer communities, both the Virginia Department of Corrections and Department of Juvenile Justice developed and implemented extensive re-entry strategic plans under the direction of the Secretary of Public Safety Marla Graff Decker. Many of the strategies included in the plans were based on recommendations from the Governor's Re-entry Council as well as many career professionals and other experts.

Banci Tewolde, the state's re-entry coordinator, worked closely with the DOC and DJJ on these plans that addressed organizational change, programming improvements, and pre- and post release re-entry planning and services.

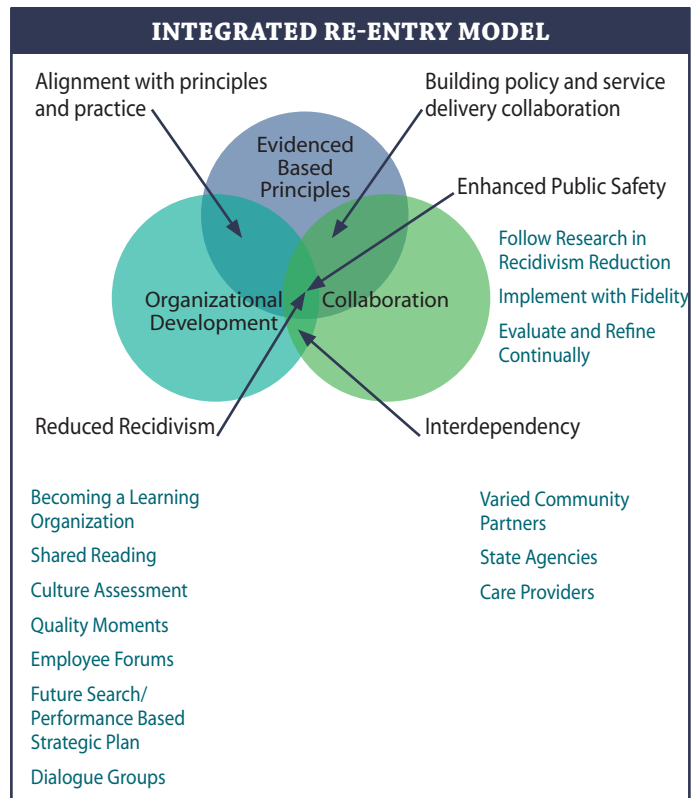
DJJ introduced their Re-entry Strategic Plan with the goals of reducing recidivism and victimization, and encouraging productive citizenship of juveniles returning to the community after commitment to DJJ. The plan can be found on the DJJ website: www.djj.virginia.gov

The mission of the DOC plan, the Virginia Adult Re-entry Initiative (VARI), is to promote public safety and reduce crime by preparing offenders for success through a continuum of services and supervision, in collaboration with state and local partners. The re-entry focus begins with the offender's entry into prison and continues through his or her incarceration. It follows the offender through transition and reintegration in the community. The plan can be found on DOC's website: www.doc.virginia.gov.

The following chart shows the primary outcomes of DOC's re-entry work:

KEY OUTCOMES			
Since 2010, there are improvements in key measures:			
Risk and Needs Assessment	↑	95%	
Re-entry Case Plans	↑	94%	
Homeless Discharges	↓	73%	
Recidivism	↓	2010	27.3%
(3 year return to DOC incarceration)		2013	23.4%

The Integrated Re-entry Model shown below was adopted by DOC from the National Institute of Corrections:



Plans for both DOC and DJJ stress the use of evidence-based supervision and services, use of offender risk and need assessment instruments, and case planning and collaboration at the state and local level. The plans also address offender critical needs including: employment, housing, substance abuse treatment, health and mental health treatment, educational and vocational training, family reintegration, meeting financial needs, transportation, and re-entry preparation at all stages of incarceration through to community release.

While the Virginia Department of Criminal Justice Services (DCJS) is not an operational agency, and does not have a specific strategic re-entry plan, DCJS does have an overall agency five year strategic plan which includes re-entry services as part of that plan. Within DCJS' Division of Programs and Services there is an emphasis on re-entry funding, planning, and service delivery in conjunction with DOC and DJJ; as well as with local community corrections programs and Pre and Post Incarceration Services (PAPIS) programs. In July 2010, DCJS hosted a series of three Blueprints for Change sessions: Ensuring Public Safety through Successful Prisoner Re-entry, Ensuring Public Safety through Successful Re-entry Policies for

Youth, and Gangs in Virginia: Status and Solutions. The session brought together local, state and national criminal justice leaders to discuss the aforementioned re-entry topics.

On May 23-24, 2012, the DOC collaborated with the Office of the Secretary of Public Safety, and the Department of Criminal Justice Services (DCJS) to present *Keeping Communities Safe: Reducing Crime through Offender Re-entry Strategies*. This conference, which was the first of its kind in Virginia, created an opportunity for re-entry stakeholders throughout the Commonwealth to meet, hear about various aspects of re-entry from experts, learn from each other, and network. The conference drew approximately 300 participants from criminal justice and law enforcement backgrounds. Conference participants learned about existing re-entry practices in the Commonwealth and other states throughout the country as well as the need for further progress.

The outcomes of a system-wide approach such as Virginia's comprehensive initiative enhance public safety and savings associated with fewer offenders returning to the criminal justice system. Core re-entry targets for offenders, such as obtaining and maintaining employment, education, stable housing, and pro-social family and community ties are associated with this effort. As a result, this re-entry initiative with its statewide system for planning and service delivery is a primary strategy for building safer communities in the Commonwealth.

THE VIRGINIA PRISONER AND JUVENILE OFFENDER RE-ENTRY COUNCIL

Through Executive Order 11 issued on May 11, 2010, Governor McDonnell directed the Office of the Secretary of Public Safety to amend Virginia Prisoner Re-entry Policy Academy, originally established pursuant to Executive Order 97 (October 2009). The Executive Order renamed the Virginia Prisoner Re-entry Policy Academy, the **Virginia Prisoner and Juvenile Offender Re-entry Council**, with the expanded aim of promoting re-entry strategies for adult and juvenile offenders.

The Council, chaired by Secretary of Public Safety Marla Graff Decker, was comprised of Executive Branch representatives or their designees and representatives of community public safety and human services partners.

The Council was charged with identifying barriers to successful re-entry, improving collaboration and coordination of transitional services, developing policies, procedures, and programs with performance-based outcomes that enhance re-entry management, establishing partnerships to promote employment and transitional jobs and engaging local agencies, community-based social service providers, community organizations, faith-based organizations, as well as other stakeholders, in promoting successful re-entry policies and programs.

Executive Order 11 established workgroups and committees to assist in developing recommendations in line with the Council's charge to assist offenders with jobs, housing, substance abuse treatment, medical care, and mental health services. At the Governor's direction there was specific examination of re-entry issues for women, juveniles and veterans as their unique re-entry needs had not been previously explored.

Re-entry Coordinator Banci Tewolde and Community Partnerships Director Jane Brown worked with the Council and its committees and workgroups to help facilitate the development of their recommendations and to coordinate with state agencies, legislators and community partners in their enactment.

The impact of the Council and its work has been significant. Many of the re-entry accomplishments outlined in this report are based on recommendations from the Council.

Highlights of the accomplishments based on Council recommendations include:

- The Departments of Corrections and Juvenile Justice have established re-entry strategic plans with measurable goals and objectives which support the recommendations of the Council.
- An amendment to the *Code of Virginia* to require those incarcerated to save a percentage of the deposits made to their offender trust accounts so they can leave prison with the necessary funds to meet basic immediate needs and become established in the community after release.
- An amendment to the *Code of Virginia* to allow local and regional jails access to criminal records of juveniles committed to the Department of Juvenile Justice (DJJ), who are later released from DJJ and then committed to a local or regional jail as an adult.
- DOC is now conducting entrepreneurship sessions at multiple institutions and representatives from the Department of Business Assistance also attend DOC's Re-entry Employment and Resource Fairs that are held at each facility served by DOC Offender Workforce Development Services staff. An Entrepreneurial Pilot Program has been initiated with University of Virginia Darden School of Business.
- Department of Behavioral Health and Development Services, Department of Criminal Justice Services (DCJS) and Virginia Wounded Warrior Program (VWWP) worked together to develop an advanced training curriculum on veterans' issues for crisis intervention teams and identify existing funding and a mechanism to provide that training for CIT officers.
- DJJ has adopted a new case plan format and practice model to replace the current parole plan. The model is driven by the results of the Youth Assessment and Screening Instrument (YASI) and focuses on identifying barriers to change, risk factors and skill deficits.
- DOC has adopted the use of a risk and needs assessment (COMPAS) and is restructuring the automated offender management system, CORIS. This will allow DOC to capture more accurate program data for institutions. Approximately 96.5% of active custody offenders have a completed COMPAS assessment. The needs identified through the COMPAS assessment determine what programs and services the offender should participate in during correctional supervision which are document on each offender's Re-entry Case Plan Agreement. The offender's progress on achieving goals in the Re-entry Case Plan Agreement is evaluated annually and the plan is updated.
- DOC has developed strategies and policies to strengthen re-entry preparation and support by involving family members, faith-based organizations and other mentors throughout the continuum of correctional supervision. DOC

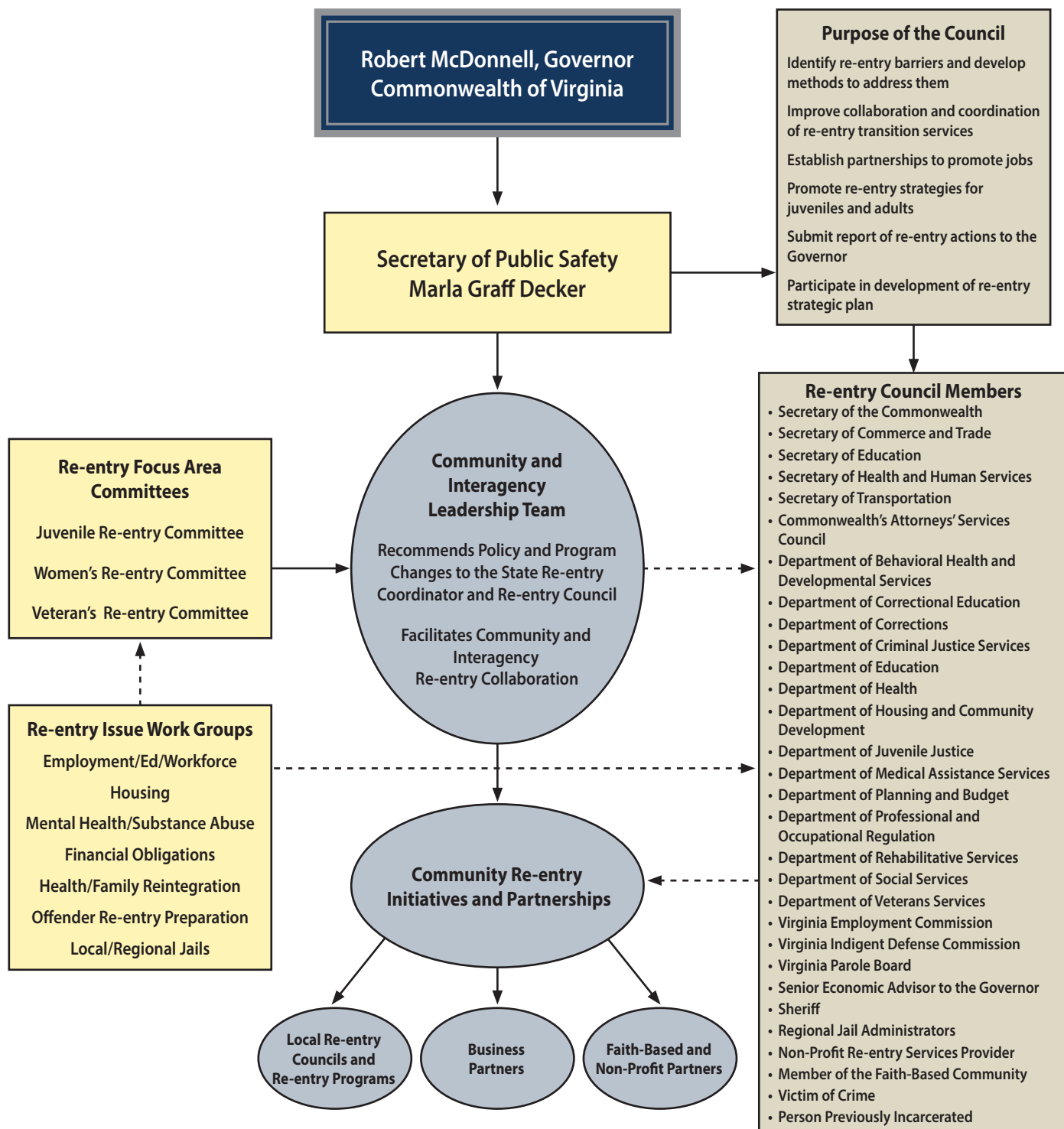
continues to work with faith-based video visitation partners on methods where video visitation can be used for re-entry services, such as job interviews and family preparation. Family reintegration pilot programs are underway in six correctional centers and Harold Clarke, the Director of the Department of Corrections has organized a faith-based advisory board consisting of representatives of the major religions in Virginia to make recommendations regarding how faith-based groups can assist with re-entry activities and programs.

- DOC is working to ensure that every offender who is released from incarceration has an official state-issued identification card prior to release. DOC and DMV conducted a pilot at Deep Meadow Correctional Center on the process of providing identification cards to offenders prior to release. The process involves the DMV traveling to each facility once per month to produce IDs for offenders who will release in the next 30 days. Following the Deep Meadow pilot process, in 2012 an additional 10 facilities were added to the DMV Connect program and the final 27 facilities will have the program implemented and be able to issue ID cards by December of 2013. The DMV Connect ID program is in 38 facilities. DMV is also coordinating with DJJ and local/regional jails to expand the program to those agencies.
- DOC has coordinated with the Governor's Homeless Outcomes Advisory Committee and developed a pre-discharge protocol requiring that all offenders have a discharge plan that: (1) specifies an appropriate housing arrangement; (2) identifies prior military service; (3) includes a mandatory re-entry program; and (4) connects them to support services. Housing has been adopted as a local community focus by multiple re-entry councils across the state. Since 2010, the homelessness rate of those released from prison has decreased by 73%.
- The Virginia Department of Social Services (DSS), in collaboration with DOC and other partners, has worked with localities to expand community re-entry capacity through the establishment of local re-entry councils across the Commonwealth. At the beginning of 2011 there were six local re-entry councils in the state. Today, all localities of the Commonwealth are served by one of Virginia's 44 re-entry councils.
- Additional "concurrent enrollment" agreements have been implemented at six institutions that allow students taking Concurrent Technical Education programs to earn college credits and/or career certificates.

- DOC is actively collaborating with the Virginia Cooperative Extensive Services at each of the 12 Intensive Re-entry Program prisons regarding "Financial Management Simulations" courses.
- The DOC Victim Services Unit has implemented a Victim/Offender Dialogue (VOD) Program based on national best practices. DOC is the 27th state corrections agency to begin a formal program.
- Each operating Unit of DOC has established a re-entry point of contact. These staff are assigned to both institutions and probation and parole districts to better address the needs of offenders being released to the community, working closely with service providers and others who can assist the offenders.
- Under the leadership of the Department of Veterans Services, a Guidebook for Veterans Incarcerated in Virginia has been completed and has been made available to DOC institutional and Community Corrections staff and is posted on the public web-site of the Secretary of Public Safety.

In June 2012, Governor McDonnell issued Executive Order 48 to continue the Council and its work. With this Executive Order the Council shifted its focus to implementation and evaluation of earlier recommendations and encouragement of ongoing collaboration and partnership among local agencies, community-based social services providers, faith-based organizations, as well as other stakeholders, in promoting and enhancing successful re-entry policies and programs.

VIRGINIA PRISONER AND JUVENILE OFFENDER RE-ENTRY COUNCIL



Implementation of the Commonwealth's re-entry initiative, which serves as A Blueprint for Safer Communities, involves many state agencies, as well as local partners and stakeholders. For all, there are many components of offender re-entry that have been developed, implemented, and enhanced. What follows are those components of offender re-entry and what has taken place to make the Commonwealth of Virginia's re-entry initiative a success and A Blueprint for Safer Communities.

ORGANIZATIONAL CHANGE

Organization change was identified by many agencies as a needed component of the re-entry initiative; the agencies recognized that they had to change their way of doing business, at both the agency and staff levels.

The development and implementation of re-entry and transitional services has involved organizational change for all agencies involved in delivery of the services. Director Harold Clarke and his team shifted the focus from solely "custody, security, and surveillance" to include public safety through offender risk reduction. Agencies assessed their missions, visions, and organizational cultures and determined where change was needed. There has been an emphasis on promoting positive behavioral change for offenders transitioning back into the community from adult and juvenile correctional facilities and local and regional jails.

DJJ recognized that the agency culture had to focus on best practices and improved ways of performing its tasks if the re-entry plan was to be successful. Under the leadership of Director Mark Gooch and his team, DJJ updated its mission, vision, and values statement to reflect the importance of a culture that reinforces positive staff attitudes, and behaviors that promote positive juvenile development. To ensure staff input and buy in, a survey was distributed agency-wide requesting staff input on defining the agency's responsibility to juveniles and families. Input was also requested from juveniles in the system through an opportunity to design the background for the agency's revised mission and vision. An enhanced focus is now placed on training to ensure staff remains informed about current evidence based practices that support the successful reintegration of juvenile offenders back into the community.

DJJ staff received training in Effective Practices in Community Supervision (EPICS). EPICS provides staff with strategies and tools to focus interventions on juvenile offenders with the highest risk of reoffending and to also focus on addressing the individual criminogenic risk factors that contribute to the continuation of delinquent behavior.

In addition to developing and implementing the plan, a Re-entry Coordinator was selected to plan and coordinate re-entry activities. The Re-entry Coordinator established a team of re-entry specialists to carry out a seamless approach of transition from DJJ commitment through release to the community.

DOC has undergone a significant positive culture change. The agency was restructured to increase efficiency and support the unified re-entry mission that fosters public safety. Formerly separate stovepipe operating divisions of community corrections and institutions were combined under one position of Chief of Corrections Operations. This ensures that prison staff and community corrections staff work together in planning for and supporting offender re-entry.

In 2011, the DOC held a Future Search conference that included a variety of DOC staff, external partners and stakeholders. Stakeholders included members of law enforcement, released offenders, non-profit groups and legislators. Future Search is a unique planning method that enables large diverse groups to validate a common mission and engage stakeholders in a manner that makes sense to all diverse individuals present. The conference provided information that was used to develop a new performance based strategic plan for the agency. To support re-entry and long term public safety, DOC's new agency environment is purposefully created by the way staff work together and treat each other, encouraging all to use their initiative to make positive, progressive changes to improve lives. It is safe, respectful, and ethical - where people are both supported and challenged to be accountable for their actions.

To achieve its goal of creating long-term public safety, the DOC steadfastly implemented evidence-based practices (EBP). The primary goal of evidence-based practices is to promote public safety by reducing offender risk of recidivism, enhancing prison and community corrections safety for staff and offenders, and fostering a positive learning culture for ongoing improvement and change. Critical components of EBP include:

- Offender risk and needs assessment;
- Re-entry case plans based on assessed criminal risks and needs that if mitigated can reduce criminal behavior and;
- Cognitive behavioral programming that allows opportunities for new learning to be practiced.

A critical component of EBP was achieved with the full implementation of the risk-need-responsivity model. The model emphasizes the importance of assessing offenders' risks and needs, collaborating with them to create a viable re-entry case

plan and offering research-based programming and services to address criminogenic needs and ultimately lower risk of recidivism. This comprehensive approach to case management contrasts with the prior use of a one-size-fits-all model with services not based on current research. Matching programming and services to offenders' unique risk, needs, and responsively maximizes the DOC's available resources by ensuring that those most likely to benefit from treatment will receive it.

DOC, using existing resources, established the position of Re-entry and Programs Director, to oversee and monitor all activities related to the VARI and implementation of evidence based practices in the institutions and probation and parole districts. Further, DOC established intensive re-entry centers at its prisons, which enable staff to implement evidence based practices in working with offenders. Those practices carry over to the probation/parole districts upon the offenders' release. There are also re-entry specialists in the institutions and probation and parole districts to ensure transition and re-entry services are delivered seamlessly.

RE-ENTRY PREPARATION

The preparation for re-entry back into the community begins at the time the offender enters the correctional system, whether a juvenile or adult. This was a shift in thinking, and part of the overall system change for adult and juvenile corrections. Re-entry planning now begins at the onset of incarceration rather than at the end of the offender's sentence. Staff initiates the planning process on the day the offender enters the institution, beginning with an assessment of the offender's criminogenic needs and their risk factors.

A change for both DOC and DJJ came with the use of validated risk and needs assessment tools that could aid in the re-entry planning process. The use of the Correctional Offender Management Profiling for Alternative Sanctions (COMPAS) risk and needs assessment instrument has been implemented in DOC's institutions and probation/parole districts. The Youth Assessment and Screening Instrument (YASI) has been implemented in DJJ's correctional facilities. For offenders on local community corrections supervision, the programs have implemented the use of the Modified Offender Screening Tool/Offender Screening Tool (MOST/OST) screening instruments. Each of the aforementioned validated instruments allows the respective agencies to carefully assess the criminogenic needs of the individuals they house and supervise. The instruments further allow staff to determine the best course of case planning, utilizing evidence based practices and use of a risk-needs-responsivity model.

DOC has established intensive re-entry programs based on the evidence-based cognitive community model of social learning. In this program, offenders are housed in the same living area to create an intensive programmatic environment where they can practice pro-social thinking and behaviors in a supportive environment while preparing for the challenges of becoming productive citizens. Within these programs, offenders receive a range of programs and services: *Thinking for a Change*, life skills classes, workforce development and the Ready to Work curriculum, job fairs with community employers and family re-entry seminars.

In addition to re-entry programs at medium security prisons, DOC has re-entry resources for offenders housed at low security and high security facilities. For low security offenders with a lower risk of recidivism, re-entry preparation consists largely of work programming. DOC has implemented an abbreviated re-entry package that includes some cognitive programming and workforce development for these offenders.

To address re-entry in the higher security institutions, DOC has developed a new, innovative, and creative process, based on research in the correctional field, to reduce the prison system's reliance on long-term Administrative Segregation assignments. The Administrative Segregation Step-Down Program has been effective in changing the culture of Virginia's highest security prison and providing avenues for offenders to earn their way to lower security level prisons.

Administrative Segregation is the highest and most restrictive of prison security classification levels. It is a status reserved for those offenders who cannot be safely managed at lower security levels due to serious risks they pose to other offenders, staff or the public.

In 2013, DOC was awarded the State Transformation in Action (STAR) award from the Council of State Governments' Southern Legislative Conference it's re-entry programming at its highest security institutions.

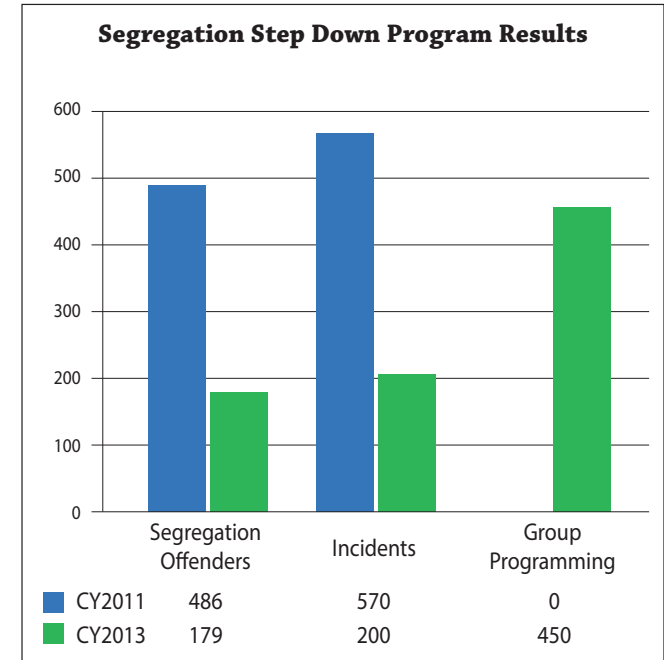


Generally, offenders assigned to Administrative Segregation have received the assignment due to assaultive and disruptive behaviors at lower security level prisons, escape histories, or prison sentences for extremely violent and notorious crimes. With its Segregation Step Down program, DOC is one of the first state correctional agencies to apply the principles and practices of the evidence based research to an Administrative Segregation super-max prison population. The program has successfully and safely reduced the number of Administrative Segregation offenders. It also provides for the better likelihood of successful transition from confinement back into the community.

With this plan the Department applied new science to reduce criminal risks of offenders rather than traditionally relying only on external behavior controls. The resulting prison culture change and step-down programming includes many new and creative elements and has been effective. Since the program’s inception in 2011 the following outcomes have been seen:

- Reduced the number of offenders in administrate segregation by 68%
- Lowered incidents at the prison by 65%
- Lowered offender grievances by 79%
- Increased programming from 0 offender participation to 460

The following graphics highlight DOC’s Administrative Segregation Step-Down Program and the results. The first shows the services and program slots available in the affected institutions prior to implementation of the program and then after implementation.



The second shows the results of the program in calendar years 2011 and 2013. As can be seen in this graph, the number of offenders in segregation and incidents has decreased significantly from 2011 to 2013.

Step Down Program Availability

Prior to Implementation	After Implementation
Mental Health Services Individual Religious Observance Distance Learning – Academic Distance Learning – Vocational 0 Group Programs 2011	Mental Health Services Congregational Religious Services Classroom Academic Services Classroom Vocational Training Challenge Series Thinking for a Change Anger Management Substance Abuse – Matrix Model Re-entry Services – Productive Citizenship – PREPS (Preventing Recidivism by Educating for Parole Success) 450+ Group Program Slots 2013

Using existing resources, the newly established position of Re-entry Probation Officer was created to assist the offenders in bridging the gap between prison and the community. DOC has now implemented a process that considers the transfer of offenders to institutions within 50 miles of their home community as they near release. For both lower and higher risk institutions, DOC has instituted re-entry and transitional services to meet the needs of offenders housed within those facilities.

Within DOC’s Victim Services Unit there is a newly implemented Victim/Offender Dialog Program. This program is based on a national best practices model.

There is an emphasis on educational services for juvenile offenders housed in DJJ facilities and there is a commitment to provide an opportunity to complete high school requirements and seek post secondary educational opportunities. This educational programming is provided in conjunction with DJJ’s development of a Comprehensive Re-entry Case Plan for each juvenile offender. DJJ also provides substance abuse and mental health treatment services, life skills, workforce development, the Ready to Work curriculum, and mentoring (using funding from DCJS). DJJ is involved in many new initiatives with state partners including issuance of state identification cards in partnership with the Virginia Department of Motor Vehicles (DMV), attainment of a birth certificate in partnership with the Virginia Bureau of Vital

Statistics, application for Medicaid services in partnership with the Virginia Department of Medical Assistance Services (DMAS), and communication skills development.

Prior to the partnership with DMV, juvenile offenders faced challenges after release such as applying for medical benefits, employment and even school enrollment because they did not have proper identification. Now, DMV's mobile unit visits DJJ's correctional centers on a quarterly basis to provide state issued photo ID cards to eligible residents prior to release. Within the past year 690 ID cards have been distributed within DJJ.

The top chart indicates the number of DMV ID cards issued to residents of DJJ Juvenile Correctional Centers.

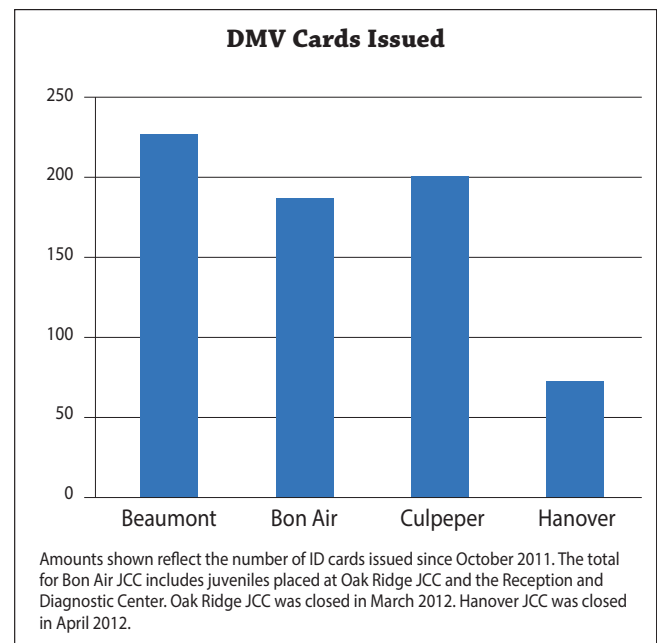
Within 120 days of release, DJJ's Re-entry Specialists begin providing transitional services, assisting with employability and life skills lessons through two evidence based programs: Operation New Hope and Ready to Work.

The table at right shows the number and percentage of residents who received transitional services prior to release in the months indicated.

In 2011, using existing resources, DJJ hired a Mentoring Coordinator to recruit, train and match mentors from the community with offenders in the juvenile correctional centers (JCC). The Mentoring Coordinator developed several mentoring programs to meet the needs of juvenile offenders in the JCCs to include a re-entry mentoring program that matches adults with juveniles offenders 90- days prior to release to the community and continues the relationship for an additional nine months after release.

In March 2013, a group of U of R students worked with juvenile female offenders to implement Service Learning Projects and other projects that build self esteem and promote healthy decision making. Mentors recruited to work with DJJ offenders must pass a background check and be trained. To ensure mentors are provided with up-to-date, evidence-based training DJJ partnered with the Virginia Mentoring Partnership to develop and implement a curriculum for mentoring court involved youth.

Pre and Post Incarceration Services programs (PAPIS) provide some services in DOC institutions, local and regional jails, and work release center. These programs are primarily focused on job skills training, job readiness training, and employment placement. PAPIS programs also will assist with emergency housing, transportation, acquiring required work materials (boots, tools, instruments, etc.) and other areas of need faced



	JCC Releases	Number of Releases who Received Re-entry Services	Percent of Releases who Received Re-entry Services
Jul 2012	51	41	80%
Aug 2012	59	55	93%
Sep 2012	39	38	97%
Oct 2012	33	32	97%
Nov 2012	34	32	94%
Dec 2012	35	35	100%
Jan 2013	20	19	95%
Feb 2013	37	37	100%
Mar 2013	47	47	100%
Apr 2013	37	37	100%
May 2013	40	38	95%
Jun 2013	43	37	86%
Jul 2013	51	46	90%

The goal is to provide transitional services to all residents prior to release to the community. The table above indicates the rate of juveniles receiving services. As a note some residents may be released prior to meeting with a Re-entry Specialist due to unforeseen circumstances such as early release and special programming.

by offenders returning to the community. In FY 2011 and 2012, the PAPIS programs assisted over 30,000 offenders releasing from Virginia jails and prisons.

DCJS supports the Virginia Serious and Violent Offender Re-entry Initiative (VASAVOR) in Fairfax County as well as the Fairfax Pre-Release Employment Center, a component of the overall Fairfax VASAVOR program. This program was established in 2003 (a companion program was established in Newport News in 2005) and is a step-down approach for re-entry of offenders who have a committing offense that is either serious or violent in nature, including sex offenders. A re-entry plan is developed by a Transition Team for offenders transferred from the DOC to the Fairfax County Adult Detention Center. The team also provides pre-release and transitional programming, and upon release the offender is transferred to intensive community supervision and provided needed services. In FY 2012, 469 offenders were served by the Fairfax VASAVOR program.

The re-entry of gang members back into the community has been a challenge for public safety agencies. DOC and DJJ have made gang member re-entry a priority in their respective agencies and each has developed a gang strategic plan that includes prevention, intervention, suppression and re-entry as key components. One example of a collaborative effort is a DCJS Anti-Gang and Re-entry Initiative (AGRI) grant to DJJ's 27th District Court Services Unit in Southwest Virginia, in which an apprenticeship program has been established. DOC has initiated new approaches to supervision of gang members. This new approach involves supervision while incarcerated as well as when placed on community based supervision.

BEHAVIORAL HEALTH AND SUBSTANCE ABUSE

The abuse of illicit and illegal substances and alcohol, as well as mental health disorders, often cause or contribute to adult and juvenile offenders' participation in criminal activities that led to incarceration.

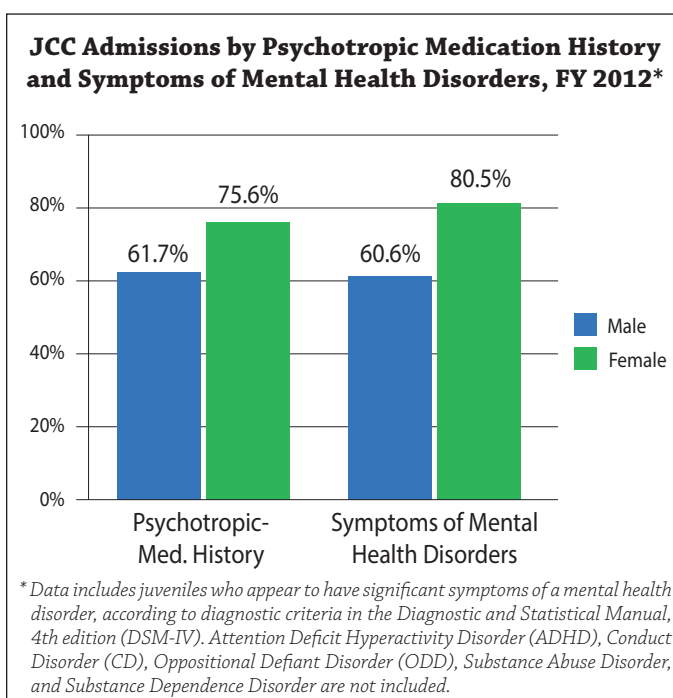
DOC has implemented the MATRIX evidence-based substance program at its 14 intensive re-entry program sites. The program, funded through a grant from DCJS, targets offenders with a moderate need for substance abuse treatment. Offenders with a significant need for substance abuse treatment, requiring more intensive services, receive longer term re-entry preparation programming in Cognitive Therapeutic Communities.

The delivery of substance abuse services for the offender continues into the community through partnerships with local Community Services Boards (CSBs) or other local providers. DOC's mental health services include all levels of

evidence-based care, including residential care and medication monitoring. DOC operates a licensed mental health facility for incarcerated offenders who need acute care services. Discharge summaries now include re-entry referrals for mental health services. The DOC has a partnership with the Virginia Department of Social Services (DSS) in which DOC's Mental Health Appraisal Form has been approved for use in disability consideration and preferred status review.

Within DJJ, many juvenile offenders entering the juvenile correction centers have a history of use of psychotropic medication and appear to have significant symptoms of mental health disorders. DJJ has partnered with DCJS and the Richmond Behavioral Health Authority (RBHA) to pilot a program that implements a seamless transition for juvenile offenders with diagnosed mental health needs returning to the City of Richmond. The program places a mental health clinician in the Richmond City Court Services Unit to provide mental health services to juvenile offenders. The clinician also serves as a referral source for other services in the community. It is still too early to show success through data, but anecdotally, according to staff, the juveniles participating in the pilot program seem to be doing better than a control group of juveniles released in the same jurisdiction. This at-risk population needs a stronger support structure upon release from direct care and the program is providing this support.

The following chart shows the percentage of DJJ admissions with a history of psychotropic medications and/or significant symptoms of a mental health disorder at admission during FY 2012.



DCJS and DJJ partnered in 2013 to hold an intensive training session for DJJ staff and others on the subject of juvenile offenders and the impact of trauma on the offender. This type of training is critical in re-entry planning and the development of effective treatment plans. Staff needs to understand the nature of the problem and the methods of treatment available.

Cross systems mapping training with the Department of Behavioral Health and Developmental Services (DBHDS), local Community Service Boards (CSB), local criminal justice departments, behavioral health agencies and stakeholders, was held statewide. By June 30, 2012, 29 workshops were provided, which have covered 69 jurisdictions.

Individuals who work with justice-involved women and veterans, including representatives from the Virginia Wounded Warrior Program (VWWP) and veterans advocate groups, were encouraged to participate in the workshops. The workshop facilitators collaborated with local stakeholders to identify and address issues that disproportionately impact women (e.g., trauma, child care, and pregnancy) and veterans (e.g., post-traumatic stress, and access to veteran specific services and benefits). In May 2012, DBHDS, in collaboration with DCJS and the Council of State Governments Justice Center, hosted a day-long meeting and training session for representatives of the first round of Cross Systems Mapping workshop attendees.

FINANCIAL OBLIGATIONS

Many offenders enter prison, jail, or juvenile correctional centers with financial obligations for restitution, fines, court costs, child support and other debts. In some cases, those debts increase as interest is accumulated during the offender's period of incarceration. Upon release, the offender faces not only the challenges of finding employment, housing, and treatment; but also the challenge of paying off his/her financial obligations.

Fortunately, there was legislation passed during the McDonnell administration that allowed offenders to participate in a re-entry savings plan while incarcerated in DOC. The plan allowed DOC to withhold up to \$1,000 from monies received from prison work, families, and/or friends. This allows offenders to better meet their financial needs upon release. There was also legislation passed which allowed offenders to pay court ordered obligations while incarcerated. These legislative changes aid in the re-entry planning.

DOC actively collaborates with the Virginia Cooperative Extension Services (VCES), to provide "Financial Management Simulations" at most of the re-entry facilities. DOC also

partners with 32 jails for work release, which allows offenders to work in the community and meet their financial obligations prior to release to community-based supervision. The work release programs also serve as re-entry preparation tools.

PAPIS programs also have been active in assisting offenders in meeting their financial obligations upon release to the community. In Charlottesville, the PAPIS program partners with the City of Charlottesville in the "Coming Home to Work Program". In Williamsburg, the PAPIS program partners with the state DOC probation/parole district to provide bus tickets to offenders for transportation to jobs or job interviews.

The Work/Education Release Program (WERP) at the Bon Air Juvenile Correctional Center was funded through a grant from DCJS. The WERP participants engage in community service projects and pay court costs and restitution. They also are pursuing higher educational or certification/licensing goals. DJJ will continue to sustain this program while seeking additional funding to support it.

DOC and the Division of Child Support Enforcement at the Department of Social Services are working together to educate those incarcerated about their child support obligations and to coordinate pre-release planning for establishing manageable post-release payment plans.

HOUSING

Stable housing is critical for offenders returning to the community. Without a proper place to live, offenders are left to live in unsuitable environments which do not foster positive peer relationships, family reunification, responsible behavior, and non-criminal activity. There are many barriers to offenders securing stable housing upon release. First and foremost, their criminal record is an impediment. Other barriers can include estrangement from family, substance abuse problems, and mental health issues, lack of income, and community sentiment. Violent offenders and sex offenders face even greater difficulty in securing stable housing upon release.

DJJ, which has an often difficult challenge due to the age of juvenile offenders, has developed options for step-down and independent living. The Detention Re-entry Program places a juvenile offender in a local detention facility in close proximity to his/her home community for 30 to 90 days prior to release from incarceration with a goal of establishing or re-establishing connections with the community and family. Necessary re-entry related services are identified to assist the offender in making a successful adjustment to the home environment.

The Second Chance Act grant supports an apartment living program for offenders over the age of 18, who are released from DJJ. The offender is required to work to help offset the cost of rent, which is increased each month until the offender can pay the full amount. A life skills coach provides guidance and support to the offender.

An additional re-entry tool came in the form of legislation that assists in the placement of juvenile offenders leaving their facilities. Prior to July 1, 2013, the law only permitted juveniles who were in the custody of a local department of social services immediately prior to commitment and were under the age of 18 at the time of release from commitment to resume services with the local department of social services and the local department of social services was required to collaborate with DJJ only during the last 90 days of commitment. Now, the local department of social services is required to work collaboratively with DJJ throughout the period of commitment to “ensure communication of information regarding the status of the person and to facilitate transition planning for the person prior to his release.”

During the 2013 General Assembly session the law was amended to allow juveniles over the age of 18, at the time of release from commitment, to opt into independent living services upon release. While the provision of independent living services is not mandatory, it is a post-commitment placement option available to DJJ releases that was not previously an option.

Homelessness has always been a significant problem for adult offenders. Governor McDonnell established an initiative to reduce homelessness and DOC has been a participant in that effort. DOC works diligently to ensure that offenders have a home plan following release. Since 2010, the annual rate of homeless releases from prison has decreased 73%. DOC has staff and offenders planning for housing throughout the offender’s period of incarceration, and the results have significantly improved.

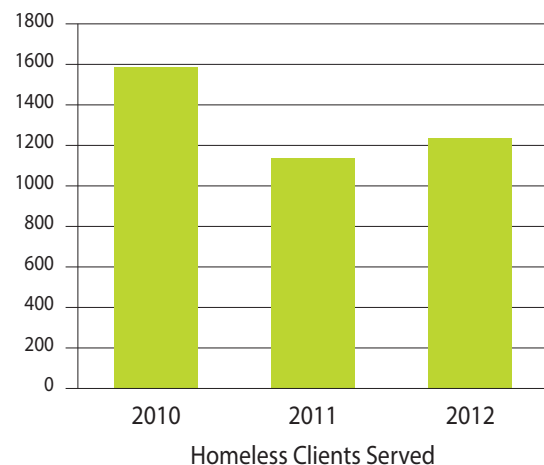
The Governor’s Homeless Outcomes Advisory Committee made a number of recommendations and strategies regarding offenders and DOC has fully achieved, and in some cases, exceeded those recommendations. DOC has developed and implemented a pre-discharge protocol requiring all offenders to have a discharge plan that: specifies an appropriate housing arrangement, identifies prior military service, includes a mandatory re-entry program, and connects offenders to support services. DOC also entered into a memorandum of agreement (MOA) with the Virginia Department of Social Services (DSS) which outlines the role of DOC, DSS, and local

social services agencies in placing offenders with high needs (i.e.: nursing home, mental health care) and offenders with significant risk for homelessness. Additionally, legislation passed in 2013 allows DOC to share health care information necessary for re-entry preparation with social service agencies.

DOC reorganized existing positions to create Community Re-entry Specialists who develop partnerships with community housing providers, develop other resources, and specialize in placement of offenders with no family or housing plans. PAPIS programs also assist with housing issues and in FY 2011 and FY 2012 assisted 3,457 offenders in obtaining emergency housing.

Housing issues are also a local community issue for many local re-entry councils. The Local Re-entry Council Leadership Team has been provided information regarding federal and local housing restrictions, which can differ. This information details the restrictions and barriers that may prevent returning offenders from obtaining housing in federal subsidized housing due to their criminal records.

Homeless Clients Served by PAPIS Program



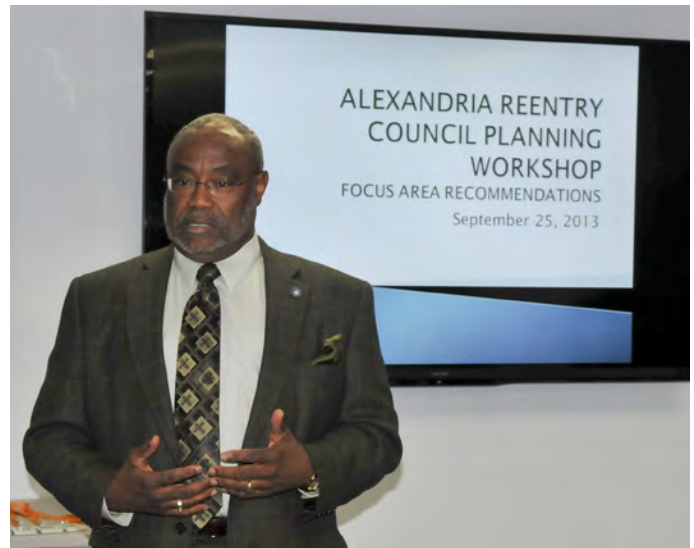
TRAINING AND WORKFORCE DEVELOPMENT

Education, employment, workforce development, job training, and vocational services, all play an important role in each offender's transition and re-entry planning process. Generally, offenders entering prison, jail or a juvenile correctional center may not have stable employment histories, are often deficient in their education, and may lack vocational training. Therefore, assessment of educational and vocational skills are critical so that offenders can be placed in the most appropriate educational, vocational, and/or workforce development program while incarcerated. Without stable employment or participation in an educational and/or vocational program, the offender who returns to the community will often return to criminal activity.

In 2011, as a result of the Governor's Commission on Government Reform and Restructuring recommendations, the Department of Correctional Education (DCE) was merged into the DOC and DJJ, respectively, with each agency assuming responsibility for its offender population's educational and vocational needs. This efficiency also brought the process closer to overall agency operations and enabled more tailored planning. The merger did not delay or hamper delivery of services, and the adult and juvenile offenders continued in their participation without any delay or discontinuation of services. Prior to the merger, DCE transferred Transition Specialists to DJJ and Offender Workforce Development Specialists to DOC. These individuals assist offenders with transitional services while incarcerated.

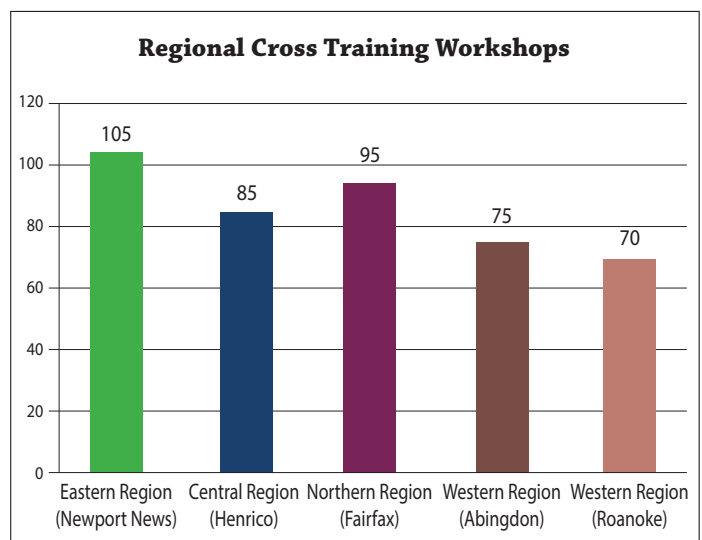
Juvenile offenders in DJJ, who are within 180 days of release, participate in workshops to learn basic employability skills (interviewing, resume writing, communication skills, and proper dress attire). This training is based on the Ready to Work curriculum. DJJ also invites community based employers to its correctional centers to hold mock interviews with the juveniles and provide constructive feedback.

In September 2013, DJJ held its first annual Career Fair and Apprenticeship Expo. The Expo was organized by the Regional Re-entry Specialists with a goal of linking juvenile offenders with opportunities in the community. Representatives were present from Centura College, ITT Technical Institute, Richmond Electricians' Joint Apprenticeship and Training Center (RJATC), Army—Armed Services Vocational Aptitude Battery, Resource Workforce Center, Virginia Employment Commission and the Virginia Department of Labor and Industry (DOLI).



DJJ has enhanced its partnership with the state's Workforce Development Center One Stop Offices. These offices offer an array of employment, training and career education programs. The One Stops are located in communities throughout Virginia where they offer a wide range of employment, training and career education program services. Regional cross trainings events were held across the state to improve access to re-entry services for youthful offenders and to dispel misperceptions. In April, the workshops kicked off in the Peninsula Workforce region and continued throughout Virginia reaching the Central, Northern and Western Regions before wrapping up in June 2013. More than 400 DJJ and Workforce Development staff participated in the trainings.

The following chart presents the number of attendees at the regional cross training sponsored by DJJ.



Earning work certifications during commitment is likely to decrease the chances of reoffending in the community and increase the chances of obtaining meaningful employment.

DCJS and DJJ have partnered in the Re-entry to Education and Employment Program (REEP), which provides services and assistance to juvenile offenders transitioning to the community in the Greater Peninsula Local Workforce Investment Area. The program connects juveniles, ages 18 and over, with employment and job training skills.

DJJ partners with the Petersburg asset-based Pathways-VA, a non-profit faith-based community development corporation, to provide Pathways Civic Justice Corps program to 52 juveniles ages 18 to 20, housed at Bon Air Juvenile Correctional Center. Credentialing in a number of employment areas is the focus of the partnership as DJJ partnered with Pathways-VA to provide a full range of workforce development programs to make juveniles more marketable when they seek employment or choose to further their education upon release to the community. Students have the opportunity to participate in nationally recognized programs including: National Center for Construction Education and Research, Core and Your Role in the Green Environment; First Aid and CPR; Personal Care Assistant; Lead Worker; Customer Service; OSHA Basic Safety; EPA Renovate, Repair, and Paint; and HAZWOPER.

DJJ also provides career technical and education programs. Eligible juvenile offenders can participate in middle and high school curriculums leading to a high school diploma, and in some cases earn an advanced diploma. Additionally some juveniles can participate in various career technical classes, which may lead to certifications or apprenticeships. Some examples of career technical programs are: horticulture, business education, advertising design, carpentry, culinary arts, graphic design, electricity, and commercial and residential cleaning. The agency provides ISAEP/GED classes, special education classes, and partnerships with community colleges for secondary education opportunities. DJJ has partnered with two state universities—the University of Virginia (UVA) and Virginia Commonwealth University (VCU). The partnership with UVA involved two projects: 1) a professor and his interns leading a semester long class in Russian Literature, and 2) MBA students provided instruction to offenders on entrepreneurship. The VCU partnership had undergraduate students enrolled in a VCU Youth in Corrections course tutoring DJJ students.

All offenders committed to DJJ are required to have a re-enrollment plan to ensure the continuity of their education

upon release. The receiving school is notified within 30 days of release and students should be re-enrolled within two days of their release. In February 2013, DJJ launched a pilot project that places an Education Coordinator in the Richmond City Court Services Unit. This Coordinator serves as a liaison among the Richmond school system, the parent(s) and the juvenile offender. The goal of the project is to have the juvenile return to school within the two day time period following release. During the 2012-13 school year, three juveniles participating in the program were re-enrolled and graduated from Richmond City Public Schools.

Within DOC there is a very robust training and workforce development focus. DOC has implemented numerous job certification programs in which a foreman supervises offenders, teaches them a skill set for use in prison job assignments, and provides the offenders with certification once the necessary skills are obtained and demonstrated. Examples of these programs are: ServSafe Food Service Certification, Virginia Pesticide Registered Technician, Certification in Veterinarian Services, Dairy Operations Certification, and Animal Care Training (Pen Pals Shelter Dog training and Thoroughbred Retirement Program).

Through DOC's Virginia Correctional Enterprises, offenders work in prison industries and receive on-the-job training. Offender Workforce Development Specialists work in numerous prisons, facilitating *Ready to Work* programming to prepare offenders for release. In conjunction with the *Ready to Work* program, DOC holds Re-entry Resource and Employment Fairs on a bi-annual basis. Prior to release, offenders can register with the Virginia Workforce Connection Virtual One-Stop system where employers connect with job seekers. The new Federal Bonding Program was implemented by DOC for all offenders, and the fidelity bonds guarantee honesty for all "at-risk" hard to place job seekers. The bonds cover the first six months of employment with no cost to the offender or employer.

Both educational and career technical education (CTE) programs are part of the DOC programming in its institutions. Offenders, based on eligibility, are offered Adult Basic Education (ABE) classes, GED classes, apprenticeships, Career Readiness Certificates (CRC), post-secondary classes, English as a Second Language courses, and Plaza Comunitarias (Hispanic offenders). DOC has established 35 CTE program offerings in numerous institutions and 28 apprenticeship programs at 22 institutions. Examples of CTE and apprenticeship programs are: auto body repair, automotive technology and service (ASE), cabinet making, communication arts and design, computer

systems technology, electricity, graphic communication/digital print production, horticulture, heating/ventilation/air conditioning (HVAC), masonry, plumbing, and small engine repair. Participants in the programs are often provided the opportunity to have “live work experience” where they apply their skills on jobs in the institution or on community service projects.

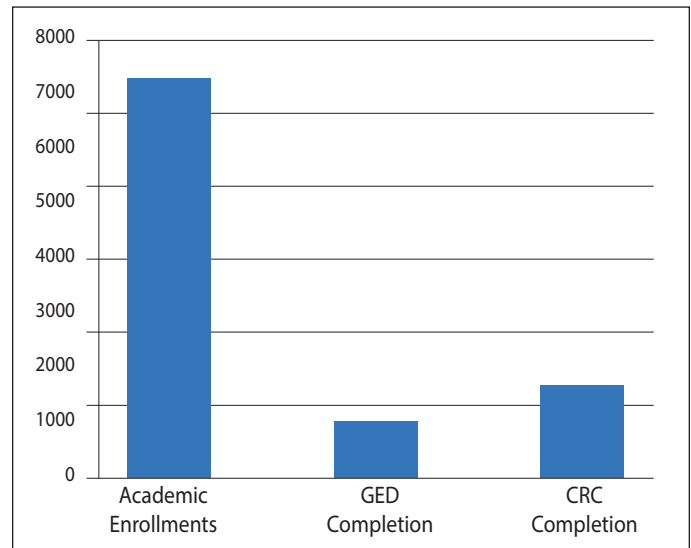
DOC partnered with Southside Virginia Community College (SVCC) and the Sunshine Lady Foundation to provide the *Campus Within the Walls* program at Greensville Correctional Center. In that program, offenders obtain college credits, leading to an Associate Degree. Other partnerships with SVCC include: providing scoring of CRC assessments, providing concurrent enrollment so students can receive college credit for CTE courses, and participating in a federal Second Chance Act grant at Lunenburg Correctional Center which allows offenders to complete a 35 credit hour certificate program in Information Technology. In conjunction with the Second Chance Act grant, the Virginia Goodwill Network provides both pre and post release assistance in job placement, housing and other areas to meet the released offender’s needs. A project called “One Stop Behind Bars” is staffed by Goodwill Industries and is providing training to incarcerated offenders. The assistance continues for up to 18 months following release in order to help offenders attain and sustain employment.

The University of Virginia (UVA), Darden School of Business, implemented a pilot program with DOC at Dillwyn Correctional Center and Fluvanna Correctional Center for Women, in which UVA students working on their MBA provide college-level entrepreneurial training to offenders. Case studies are used to assist students in developing insights and skills related to starting and managing a business. The first programs resulted in 13 graduates.

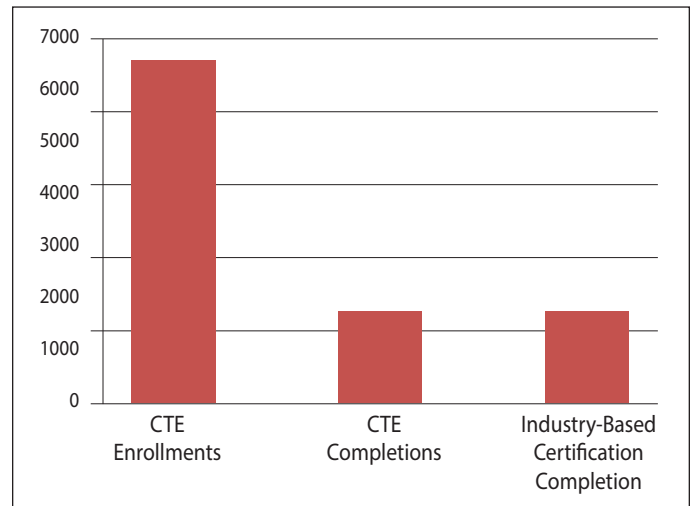
Public-private partnerships, as well as partnerships with other state agencies, are critical to providing offenders with vocational opportunities. At Indian Creek Correctional Center, Johnson Controls set up a Green HVAC program, providing \$200,000 in equipment and training for an instructor. This has been an excellent partnership in which offenders are provided instruction for a new technology in the HVAC field. The Department of Motor Vehicles (DMV) has also partnered with DOC to establish a Commercial Drivers License (CDL) program for offenders incarcerated at low security level work centers. DMV provides the training curriculum, testing and licensure. The successful participants have the opportunity to drive trucks for DOC prior to release.

Virginia Department of Corrections/Division of Education: Academic, Career & Technical Education, and Apprenticeship Programs – FY2012-13

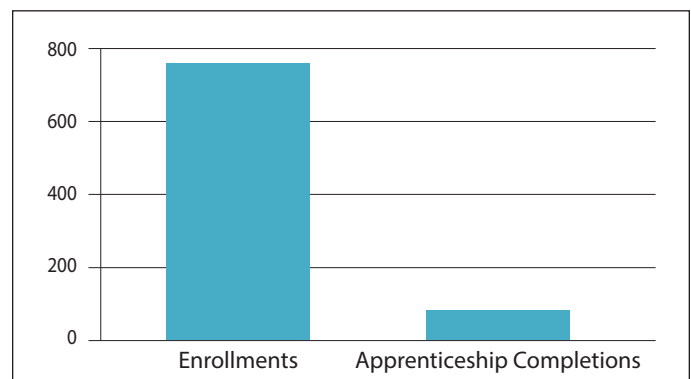
ACADEMIC



CAREER AND TECHNICAL

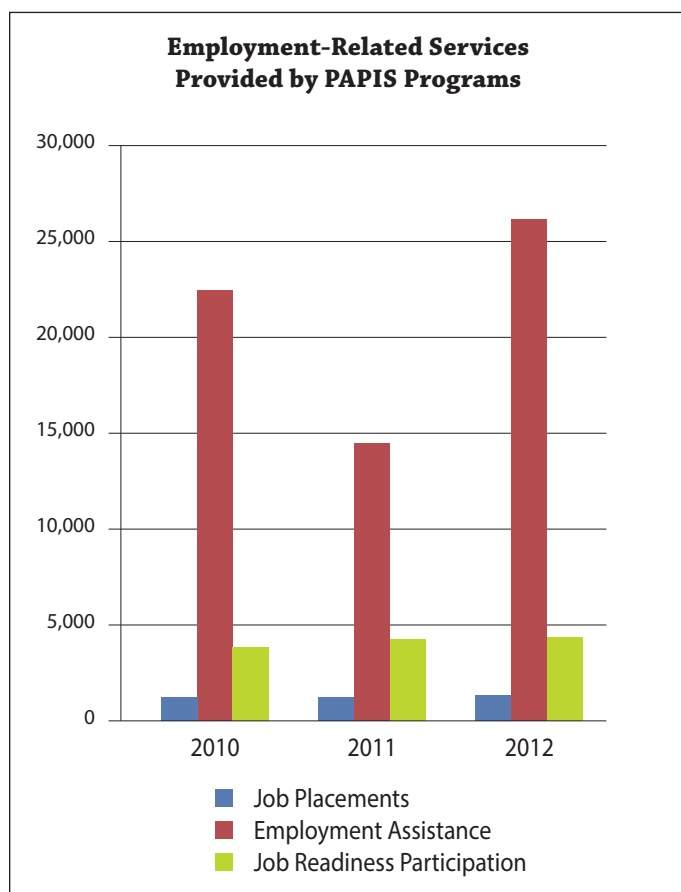


APPRENTICESHIP PROGRAMS



The Virginia Department of Professional and Occupational Regulation (DPOR) contributes to successful offender re-entry by supporting academic and vocational training for offenders through its partnerships with other state agencies. Through these interagency partnerships, DPOR boards are able to approve education and training programs as meeting eligibility criteria for licensure. The approval of these programs and their implementation in correctional facilities provides vocational training opportunities for offenders that could result in licensure prior to or soon after release.

DCJS continues to receive federal funds funneled through the Department of Social Services (DSS) for Supplemental Nutrition Assistance Program Employment Training (SNAPET) clients. The Department distributes these funds to the re-entry program grantees to reimburse them for PAPIS program expenses that supported employment services for food stamp recipients/re-entry clients. As a result, participating local social services departments and community non-profits that are members of the Virginia PAPIS Coalition can receive SNAPET funds for job training of eligible former offenders. Additionally, PAPIS programs provide a variety of employment related services, some of which are captured in the chart below.



HEALTH AND FAMILY REINTEGRATION

Reintegration with family, partners, and others who are positive influences in an offender's life is critical in the re-entry process. These individuals can offer valuable guidance and direction to offenders, while at the same time provide a stable presence for the offender once he or she returns to the community. Positive peers can serve as role models for offenders returning to the community and are part of the evidence-based practices that agencies utilize in their supervision of offenders.

Offenders returning to the community from incarceration often have health needs that must be met while incarcerated as well as upon returning to the community. Both DOC and DJJ offer extensive health services to the offenders they house, as well as address the need for continued services upon release. The continuation of services is addressed in the offenders' case plans. Health maintenance and maintaining a healthy lifestyle is an important component of the offender's adjustment in the community.

DOC, in collaboration with the Governor's Special Advisor for Family Reintegration of State Offenders, has implemented pilot programs at six facilities to rebuild the bridge between incarcerated offenders and their families. The program provides education utilizing the Inside Out Dads curriculum in conjunction with guided family visits assisted by volunteer mentors. DOC also provides family reunification seminars at institutions specifically set up for re-entry as well as at probation/parole districts.

In 2012, DOC was successful in championing legislation mandating HIV testing of all offenders prior to release. This will assist in reducing the likelihood of a spouse or partner becoming infected. DOC received a federal Second Chance Act grant in which incarcerated substance abusing female offenders from Southwest Virginia were connected with their families via video conferencing. This allowed the women to become re-connected with their families prior to release. DOC also partners with local social service agencies to address chronic and acute health care issues of offenders returning to the community.

DJJ's re-entry strategic plan specifically focuses on the need to enhance family involvement with juvenile offenders committed to DJJ. The agency has instituted a program in which video technology is used to make visitation more convenient for families. Parole officers, using Video Integration (VIA 3) technology connect families with juvenile offenders when face-to-face visitation is not feasible. DCJS and DJJ partner

with Assisting Families of Inmates to secure transportation for families in the Richmond area to visit juvenile offenders housed in DJJ institutions.

While young people in the community use exposure to school and the community environment to learn social skills, elements of effective team work, and positive communication skills, juvenile offenders often lack the opportunity to gain those experiences while in commitment. Programs such as Yoga, Quilting and Healthy Relationships provide young offenders an opportunity to gain these skills.

The Yoga program is offered to female offenders at Bon Air JCC to promote healthy living and awareness. The Healthy Relationships program is a 12-week curriculum provided to female offenders at Bon Air JCC and male residents at Beaumont JCC. There is also a focus on community service to teach residents about giving back to the community and the importance of helping others. The quilting program is offered to residents at Culpeper JCC as a nontraditional way of engaging older juvenile offenders in a skill that requires team work, the ability to work independently, and self discipline to earn trust. Quilts also are donated to hospitals across the state. In June 2012, Bon Air JCC girls also participated in a community service activity by creating graduation cards for victims of human trafficking.

PAPIS programs provide referrals for mental health, substance abuse, wellness, and physical health services. Some of the programs provide family reunification services, parenting classes, and other family services programs.

In coordination with DOC, local departments of social services are now using their Family Engagement Model to work with families when there is a risk of violence during the offender's re-entry. The Family Engagement Model is a deliberate and structured approach to involving families in decision-making through a facilitated meeting of family, their identified supports, and professionals working with the family.

Support for family and community reintegration is also a primary focus of local re-entry councils. Activities vary by council but include support such as parenting classes, Fatherhood Programs and family peer support groups.

LOCAL AND REGIONAL JAILS

Many offenders return to the community from local and regional jails after periods of incarceration. These offenders require the same type of services as offenders who return from DOC or DJJ correctional institutions. Unfortunately, many

local and regional jails do not have the resources to offer the same level of re-entry and transitional services as DOC and DJJ. However, the jails make every effort to provide whatever services they can, often partnering with community and faith based organizations, local governmental agencies, private providers, and others who can provide services to the offenders. Many jails, whether they are local or regional, participate in the local re-entry council meetings. Also, the local community corrections programs and PAPIS programs collaborate with jails to provide services to offenders while incarcerated and upon release.

DOC has collaborated with the State Compensation Board, with assistance from the Virginia Department of Planning and Budget and VITA (state information technology agency) to develop the Local Inmate Data System (LIDS) functionality into the Virginia CORIS offender management system, which will result in improved sharing of information and offender tracking.

The Virginia Employment Commission (VEC) collaborates with local jails and prisons throughout the Commonwealth to provide pre-release information sessions and training on job-seeking skills. These training classes address a variety of topics, including job market information, how to prepare and dress for interviews, work opportunity tax credit, where to obtain training, referrals to pre-employment supportive services, and workshops. Trainers assist offenders with writing their resumes and provide application completion techniques. The goal of this collaboration is to provide offenders with job-related information and assistance before they are released in order to promote re-entry preparation.

The work group within the Virginia Prisoner and Juvenile Offender Re-entry Council that specifically addressed re-entry from local and regional jails provided significant support for integrating jail re-entry into the overall plan. There will be ongoing work in this area as the state further refines and revisits its re-entry work.

WOMEN

Research has shown that women offenders enter the criminal justice system through different pathways than male offenders. Many women offenders have been victimized in some manner (physical, sexual, emotional and verbal abuse), experience mental health issues, or are the sole providers for their children. These women may also have many of the same issues as male offenders. Therefore, in preparing women offenders for transition and re-entry back into the community, there are additional challenges that many male offenders do not face.

DOC has recognized the unique challenges faced by women offenders and has tailored re-entry services specifically to address those challenges. The case plans reflect the things that the offenders will need to address upon release. The agency has specific re-entry programs at each of its facilities that house female offenders. Specialized programming includes addressing healthy relationships, substance abuse services, mental health treatment, addressing trauma related issues, and child care. The Thinking for a Change curriculum has been modified for women offenders. The women also have access to non-traditional vocational training programs. As noted previously, DOC had a Second Chance Act grant which specifically addressed the needs of female offenders returning to Southwest Virginia.

Female offenders incarcerated within DJJ receive educational, vocational, mental health and rehabilitative counseling services. Specialized treatment programs include substance abuse, aggression management, and intensive therapeutic programming. Academic and vocational training is also provided. In March 2013, 12 University of Richmond students partnered with DJJ's mentoring program to engage female offenders in activities that foster positive communication, build soft skills, and promote self-discovery and confidence.

VETERANS

Veterans represent an ever-increasing offender population with unique needs to address. Many have experienced trauma while serving in active war zones, which requires special attention during their incarceration and transition into the community upon release.

Due to the increasing number of offenders who are veterans in the DOC, a Veterans Re-entry Task Force was assembled in August 2011. The task force was charged with identifying ways the agency could better respond to the needs of veterans from their first contact with the DOC throughout their course of supervision by the Department.

As a result of this task force, several changes have occurred with regard to the veteran offender population. Veteran status is captured in the Virginia CORIS system upon intake. Offenders can apply for their DD214 form while incarcerated which will assist them in applying for benefits prior to and after release. Probation/parole districts have specific procedures for identifying veterans upon their reporting for supervision which results in referral to community based veteran's services. Assisted by volunteers, and utilizing offenders who are veterans, a number of veteran support groups have been established in our institutions.

In July 2012, a veteran's dormitory and program (Veterans Expecting to Transitions Successfully—VETS) was established at Haynesville Correctional Center, with a capacity of 88 beds. Another veteran's dormitory has been established at Indian Creek Correctional Center, a therapeutic community prison.

DOC has implemented a process to identify veterans at reception and incarcerated veterans are encouraged to apply for discharge verification status. A Guidebook for Veterans who are incarcerated in DOC facilities was completed in collaboration with the Virginia Department of Veteran Services (DVS), Virginia Wounded Warrior Project (VWWP), and the U.S. Department of Veteran Affairs. The Guidebook is available in DOC institutions and probation/parole districts. It is also posted on the web site for the Office of the Secretary of Public Safety, DOC and DVS.

DOC includes screening for combat stress and/or traumatic brain injury in its medical assessments. The VWWP developed a curriculum for training on combat stress disorder, Post Traumatic Stress Disorder and Traumatic Brain Injury of veteran offenders. The curriculum was presented and evaluated in the 27th Judicial Circuit and received favorable reviews. The VWWP Coordinators and DVS Benefits Services Specialists have also been linked to re-entry councils and in some instances the VWWP is a represented program within a re-entry council.

ENGAGING COMMUNITIES

Virginia now recognizes that the transition and re-entry of offenders is not just a criminal justice matter. Many state agencies outside the public safety secretariat are involved. The community must also be engaged to ensure public safety is enhanced through successful re-entry, reduced recidivism and decreased victimization.

As part of the Governor's comprehensive re-entry initiative, community agencies and organizations across Virginia have been invited through local informational meetings to work together at the local level in the re-entry process. Virginia's state and local social services agencies, in coordination with the Office of the Secretary of Public Safety, led this re-entry outreach to communities across the Commonwealth.

Communities throughout Virginia have become engaged in re-entry and have adopted a collaborative re-entry approach. Participating localities, agencies and organizations have formed local re-entry councils. Councils bring together human services, public safety and other agencies along with private agencies, non-profits, law enforcement, the courts,

businesses, community-based service providers and faith-based organizations. Council membership is voluntary.

Community re-entry councils address re-entry in general, as well as issues such as housing, employment, behavioral health, substance abuse, family services, positive youth development, benefits and food assistance. They identify community assets and service gaps and they focus on re-entry by addressing re-entry barriers and coordinating related services and resources.

The goals of re-entry councils are to: increase public safety through reduced recidivism, maximize opportunities for offenders returning to the community, support family and community reintegration for persons previously incarcerated and maximize effective use of existing resources through collaboration.

More than 95% of those incarcerated will be returning to the community. Re-entry councils raise public awareness about the needs of these returning offenders. They also address local re-entry barriers, coordinate service delivery, foster successful

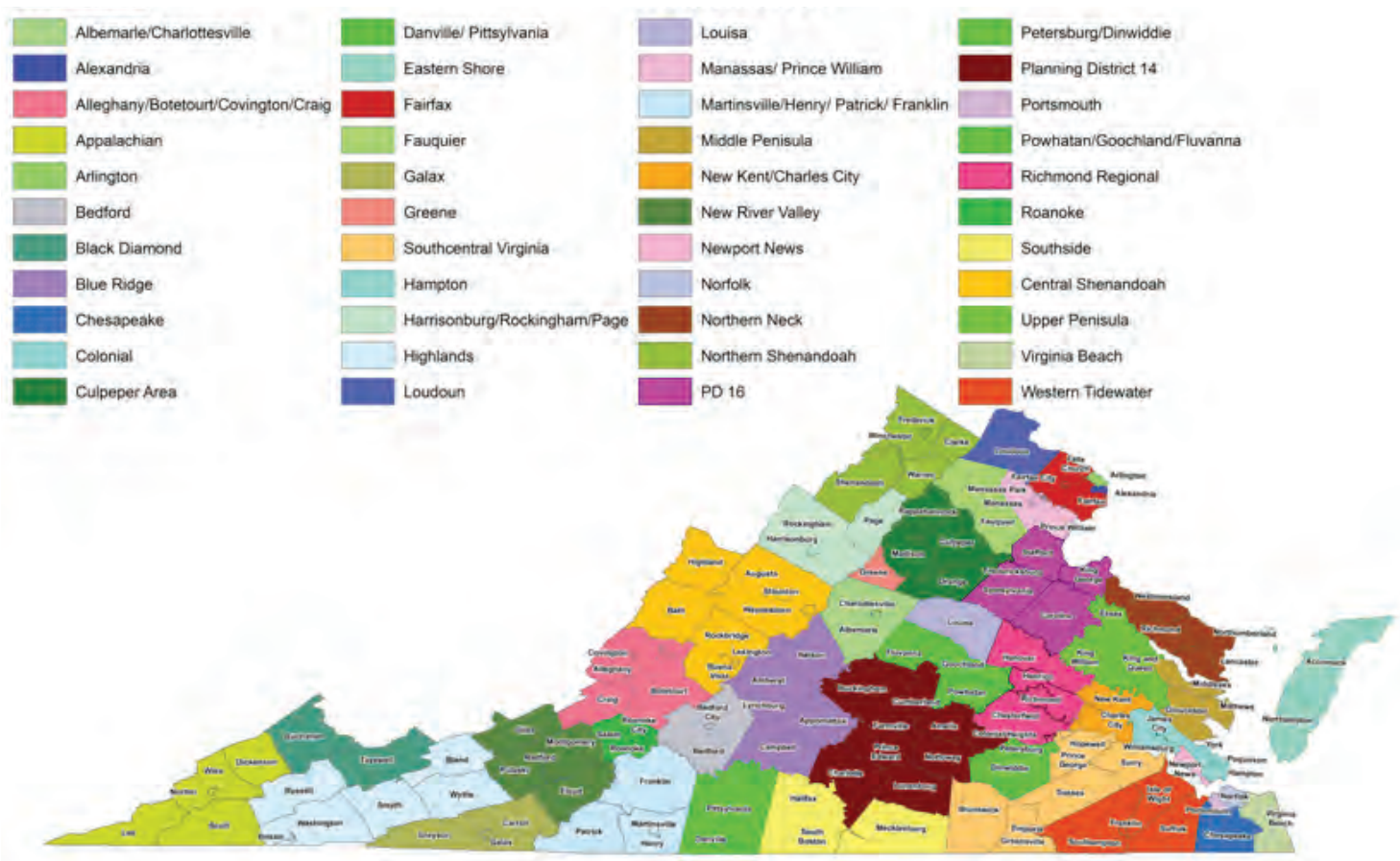
family and community reintegration and track re-entry outcomes and results in the community.

The Virginia Department of Social Services (DSS) received a Department of Justice Second Chance Act Grant to fully implement this collaborative community-based re-entry model in the six areas of the Commonwealth that had originally formed re-entry councils. Both DOC and the Office of the Secretary of Public Safety served as collaborative partners on this project.

The Second Chance Grant also allowed DSS to evaluate the effectiveness of the community-based re-entry approach and to expand outreach to engage other communities across the state in building local re-entry capacity.

The initial results of the Second Chance Project indicate that this community-based re-entry approach is effective in reducing recidivism. Also, communities across Virginia have responded to the opportunity to work collaboratively to address re-entry.

Virginia Re-entry and Community Collaboration Councils Established



Prepared by the Virginia Department of Social Services, Office of Research and Planning
Map date as of October 11, 2013

At the beginning of 2011 there were six re-entry councils in Virginia. In September 2013, there are now 44 re-entry councils in the Commonwealth serving 100% of the localities. This re-entry community engagement in Virginia has been done voluntarily by localities and with existing resources.

Governor McDonnell has continually challenged all state agencies to enhance public safety by building and strengthening partnerships and engaging in collaborative and innovative efforts at the state and local level. State agencies have risen to this challenge, working together to facilitate effective re-entry planning at every stage of the criminal justice process.

The re-entry mission of DJJ has made engagement of communities a priority. Thus, DJJ has set out to actively engage schools, employers, and service providers. Many of the partnerships established have been mentioned throughout this document and DJJ has become active in a number of local re-entry councils.

DJJ also has a federal Second Chance Act grant which targets offenders returning to the Tidewater area. The grant partners DJJ with the Tidewater Youth Services Commission, local detention centers, and a number of service providers in the Tidewater area. Juvenile offenders are transitioned into the community through local detention centers as a step-down from DJJ correctional centers.

DOC has enhanced partnerships with other stakeholders at the policy and service delivery levels. The partnerships help address the immediate transitional needs of re-entering offenders. As noted in this document, there are new partnerships with four-year universities and community colleges. DOC staff is actively engaged in local re-entry councils in partnership with the directors of local departments of social services.

A partnership with the Virginia Department of Health, Office of Vital Statistics, permits the DOC to receive offenders' birth certificates. This assists in confirming citizenship, acquiring a Department of Motor Vehicle (DMV) identification card, and serving as a form of identification. The DMV ConnectID Card program will be established in all of the institutions by the end of 2013.

A collaborative effort between DOC and the Social Security Administration (SSA) permits offenders to apply for replacement social security cards 90 days prior to release. SSA and DOC also partner to help disabled and elderly offenders apply for benefits available upon release. Additionally, a partnership between DOC and the Virginia Department of

Aging and Rehabilitation (DARS) has assisted DOC with identifying and formalizing procedures that will facilitate the timely receipt of Supplemental Security Income benefits.

DOC has two faith-based re-entry programs. One serves men at the Deep Meadow Correctional Center and the other includes women at Central Virginia Correctional Unit #13. Both are staffed by volunteers. DOC has invited leaders from a diverse array of faith-based organization to join a Mentoring Task Force. The goal of the Task Force is to increase collaborations and expand faith-based re-entry programming and mentorship. The Director of DOC has organized a faith-based advisory board consisting of representatives of the major religions in Virginia to make recommendations about how faith-based groups can assist with re-entry activities and programs.

The DCJS and Office of the Secretary of Public Safety Anti-Gang and Re-entry Initiative (AGRI) provided the award of \$250,000 grants to each of four localities: the Office of the Attorney General for the City of Richmond, the DJJ 27th District Court Services Unit Office in Southwest Virginia, the Northern Virginia Task Force in Manassas Park, and the Staunton/Waynesboro/Augusta County area. Each of the grants includes community involvement in the prevention, intervention and re-entry efforts.

An example of this is in the Office of the Attorney General a model for a strong police and community partnership in prevention, intervention and crime reduction efforts that have been established in the East End of the City of Richmond. The Cal Ripken, Jr. Foundation continues the Badges for Baseball program in the target area. This program serves over 100 youth and provides an inner city baseball league as an alternative to the lure of the gang lifestyle and associated violence. Another example is Community Days that celebrate the community and provide social services resources are also a key to the success. This type of program was highly successful in the Galax area, which is served by the 27th District CSU.

The state and local correctional agencies providing supervision to offenders have actively engaged their respective communities in the re-entry process to ensure that services and resources are available for the offenders. Partnerships and collaborative efforts have become the norm, and proven to be beneficial in meeting the needs and risk factors of offenders re-entering the communities of the Commonwealth.

THE FUTURE OF RE-ENTRY IN THE COMMONWEALTH

Governor McDonnell has made re-entry a priority. This Administration has laid the foundation and implemented sound re-entry policy and planning at the adult and juvenile levels. Significant progress has been made in a short period of time and public safety is stronger because re-entry planning, preparation, and programming is well established at all levels. Virginia's re-entry approach and programs for adult and juvenile offenders is now recognized as a national model. The future is bright, yet challenges remain.

There are a growing number of aging inmates with physical or behavioral health needs whose care is challenging for the correctional system and for the community when they are released. The expansion of vocational and skills training programs and the availability of basic technology skills training would strengthen re-entry preparation. Exploring the impact on recidivism of the financial obligations that arise from incarceration and developing strategies to address that impact is an issue to be further explored. Finally, local and regional jail re-entry is also an area for future focus.

Virginia's criminal justice and correctional agencies will have the responsibility to remain leaders in a multi-disciplinary approach to ensure that the vision for the future of re-entry remains a priority for all concerned. Evidence-based practices, founded on data driven analysis and research, will allow the Commonwealth to develop future supervision practices, programming, partnerships, and collaborative efforts that continue to meet the needs of the ever-changing adult and juvenile offender population. Maintaining a focus on effective re-entry in the future will help ensure that recidivism is being addressed, offenders are held accountable, and communities are involved in the process to make the Commonwealth a safer place to live and raise families. Sound re-entry planning is smart government.



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